



# Human Resources Department

## SAN LUIS OBISPO COUNTY

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Director

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TO: Management, Confidential, Attorneys  
& District Attorney Investigators

FROM: Cecilia Fontes, Risk Management

DATE: January 2, 2010

SUBJECT: Wellness / Fitness Benefit

The County is pleased to provide the Wellness / Fitness Benefit for eligible employees effective January 1, 2010. The Wellness/Fitness Benefit provides up to \$200 for one of six health maintenance alternatives. Following is a description of the available alternatives.

**The first alternative** is a physical examination by a medical doctor of the employee's choosing. Employees will be **reimbursed** up to \$200 for out-of-pocket expenses associated with a routine physical examination.

**The second alternative** is a non-transferable weight control/counseling program of the employee's choosing. Prior approval from Risk Management is required. Items which are not eligible for reimbursement are food, drugs, books, videos, tapes, or home exercise equipment. Employees will be **reimbursed** up to \$200 per year.

**The third alternative** is a Smoking Cessation Program of the employee's choosing. Eligible employees must notify Risk Management of their program selection. Smoking Cessation Programs must meet the following criteria: 1) the program must be based in San Luis Obispo County, 2) the program must have as a **primary focus** a long-term change to stop smoking, 3) there must be regular supervised meeting/counseling or follow-up sessions. Items which are **not** eligible for reimbursement under this option are food or drugs, books, videos, or tapes. Employees will be **reimbursed** up to \$200 per year.

**The fourth alternative** allows employees to participate in a formalized physical fitness/wellness activity. Many physical fitness/wellness activities provided by a School District or a Municipal Recreation Department are allowed, but require prior approval from Risk Management. Employees will be **reimbursed** up to \$200 for costs associated with these activities.

**The fifth alternative** is enrollment in the Kennedy Club Fitness Corporate Membership Program. A description of this Program and enrollment information follows.

### **Kennedy Club Fitness Corporate Membership Program**

The County will again be participating in the Kennedy Club Fitness Corporate Membership Program. Please review the following **Program Highlights** and **Enrollment Information**.

## **Program Highlights**

- The Corporate Discount Fee is \$425. For newly eligible employees joining mid-year your fees will be prorated. **As a Management/Confidential employee the County will pay up to \$200 of your membership fee.**
- Members can use all of Kennedy's facilities.
- Free Spouse Enrollment Fees when joined within 30 days of employee. Spouse membership fee is \$395. Spouse & dependent enrollments transactions cannot be completed through this enrollment process. The employee must contact Kennedy Club Fitness to enroll a spouse or dependents.
- Enrollment - employees interested in joining the Corporate Membership Program are advised to contact **Debbie of Kennedy's at 781-3488 ext 25**. Kennedy's will not offer refunds for overlapping memberships but they will provide options for you to utilize any credit that is applied to your account.

**The sixth alternative** is a wellness/fitness program offered through local fitness providers. Employees can go to any gym of their choosing. A list of wellness/fitness providers offering discounted rates to County employees will be available on the Risk Management intranet site [http://myslo.intra/RM/RM\\_Benefits/Wellness\\_Providers.htm](http://myslo.intra/RM/RM_Benefits/Wellness_Providers.htm). The County will reimburse eligible employees up to \$200 per Program Year for the following fitness provider expenses: Gym/Fitness Center memberships and enrollment fees; private and public swimming pool fees. Examples of unauthorized fitness expenses are: family member expenses; golf club membership dues and fees; membership fees associated with a competitive sports activity, such as softball, football or soccer.

## **Reimbursement Process**

With the exception of physical exam expenses, all amounts reimbursed will be treated as taxable income. Employees can use the Reimbursement Claim Form found in Risk Management's Bulletin Board, to request reimbursement. You will only be reimbursed for services received within the Program Year; therefore claims showing gym/fitness memberships extending beyond the program year will be prorated. *The Program Year for this benefit is January 1, 2010 through December 31, 2010.* You can submit a maximum of four claims per program year.